



Fiscal Year 2007

(July 1, 2006 – June 30, 2007)

Salary Resolution

Personnel Services Department

FY07 SALARY RESOLUTION
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RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO
ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE
COMPENSATION RATES AND SCHEDULES AND RELATED
REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND
SCHEDULES FOR FY07

RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1. – SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES

The rules set forth in this resolution constitute special provisions applicable to all classes of employment in the City service; provided, however, that if any provisions of a Memorandum of Understanding adopted and approved by the Council under Article 19, Chapter 2 of the Fresno Municipal Code and currently in effect is clearly and specifically in conflict with any rule contained in this resolution, the provision in such Memorandum of Understanding shall prevail.

SECTION 2. – SALARY STEP PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees appointed to permanent positions, unless modified by applicable MOU:

- A. The first step shall be the minimum rate and shall normally be the hiring rate for the class. In a case where it is difficult to secure a qualified person or if a person of unusual qualifications is engaged, the City Manager or his/her designee, after receiving the recommendation of the Director of Personnel Services, may approve appointment above the first step.
- B. The second step shall be paid upon the completion of six months of paid status at the first step.
- C. The third step shall be paid upon the completion of one year of service at the second step.
- D. The fourth step shall be paid upon completion of one year of service at the third step.
- E. The fifth step shall be paid upon completion of one year of service at the fourth step.
- F. The sixth step shall be paid upon completion of one year of service at the fifth step.

- G. Unless modified by applicable MOU, raises to the second, third, fourth, fifth, and sixth steps shall be automatic unless an unsatisfactory performance evaluation is made by the appointing authority. Following an unsatisfactory performance evaluation, a raise may be delayed by the appointing authority for not more than six months and more than six months only with approval of the City Manager **or** his/her designee. A raise to any step may be made at any time by the City Manager or his/her designee on recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit. Six months of service equals 1,040 hours of service, and one year of service equals 2,080 hours of service.
- H.
 - 1. An employee who is selected to fill a reclassified position pursuant to FMC Section 2-1607(b), or who is promoted from one class to another having a higher salary range, shall be adjusted to the lowest step in the salary range of the new class which is at least three and one-half percent higher than the rate received in the employee's former class. If such an increase would require a payment greater than the highest step, then the highest step shall be paid.
 - 2. An employee in Exhibit 9 who is appointed to a position in a class having a salary range shall be promoted according to the foregoing provisions to the nearest step, but not exceeding Step E, in the new class range after adding five percent to the employee's salary rate.
- I. When a class is assigned a new salary range, the salary of an employee in such class shall be adjusted to the same relative step in the new salary range, and such adjustment shall not alter the employee's anniversary date.
- J. A permanent employee, filling a position in a higher class on a temporary basis, and who is entitled to the rate of pay for such higher class, shall be paid in the same manner as provided for promotion in Subsection H above.
- K. If an employee is receiving compensation above the highest step of the range, the employee's present rate shall be continued as an approved additional step rate for the class ("Y-rated"), but no other employee may be adjusted to this rate, and it shall no longer be in effect after the termination of the employment in that class of the incumbent in whose behalf it is authorized.
- L. Step increases shall become effective immediately upon completion of required service. For purposes of this section, any employee who is absent without pay for the number of hours specified below while on any single step in a range shall not

be considered to have been on paid status for the number of weeks shown, and advancement to the next step shall be delayed by such number of weeks:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	40 hours	None
40 hours	120 hours	2
120 hours	200 hours	4
200 hours	280 hours	6
280 hours	360 hours	8
360 hours	440 hours	10

For purposes of this section, leave without pay, in reference to step advancement, shall be adjusted appropriately for 56-hour employees:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	56 hours	None
56 hours	168 hours	2
168 hours	280 hours	4
280 hours	392 hours	6

The number of additional weeks by which advancement to the next step shall be delayed shall be calculated in the same manner as those respective formulas specified herein. Such delay shall cause a change in the employee's anniversary date, for purposes of future step increases in the class.

- M. Transfer to a new classification in which no salary change occurs shall result in a new anniversary date upon which advancement to the next step shall be calculated.
- N. In lieu of a Salary Step Plan, an executive Pay Range Plan for certain classes is set forth in Exhibit 2, attached.
 - 1. For purposes of calculating retirement benefits for any employee retired from one of the classes in the Executive Pay Plan prior to the effective date of the Executive Pay Range Plan, the highest step for the class shall be equal to the control point as established by these rules and regulations.

The D, C, B, and A steps shall be five percent below the respective preceding steps. In those classifications for which an "F" step exists, the "F" step for the class shall be equal to the control point as established by these rules and regulations. The E, D, C, B, and A steps shall be five percent below the respective preceding steps unless modified by the respective MOU.

2. The salary for each executive employee in the E1, E2, and E3 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager or his/her designee.

E1	\$5,500 - \$12,240
E2	\$4,400 - \$11,560
E3	\$2,500 - \$ 8,090

The City Manager or his/her designee shall promulgate such rules and regulations deemed appropriate in the implementation and administration of this subsection.

3. For purposes of calculating retirement benefits for any employee in a class in the Executive Pay Plan who has left City service after ten years of service but prior to attaining an age sufficient for service retirement, and who has elected to leave contributions in the retirement system, retirement benefits shall be calculated as follows:

The employee's salary at the time of separation from employment with the City shall be compared to the control point in existence at the time of separation for the class from which the employee is retiring. Retirement benefits (based on monthly salary only) shall be calculated using the same relationship the employee's salary bore to the control point at the time of separation as it would bear to the control point at the time of retirement. As an example only, if an employee's salary at the time of separation was five percent below the control point for the class, then the benefit at retirement would be based on that amount which would be five percent below the control point for that class at the time of retirement, subject to the applicable provisions of the retirement system regarding years of service, compensation earnable, and so on.

- O. After any permanent employee holding a position in Exhibit 2 has completed ten full working days of service in a higher class pursuant to one or more such assignments, the employee shall thereafter be paid at the rate of pay of the higher class while so assigned. An employee who has held permanent status in the higher class prior to such assignment shall not be required to complete the

qualifying period of service set forth above and shall be paid for the entire duration of the assignment to the higher class at the rate of pay assigned to such higher class.

Except where provided herein, temporary assignment to perform the duties of absent employees shall be in accordance with Fresno Municipal Code Section 2-1650.

SECTION 3. – MONTHLY RATES OF PAY

Rates of pay provided for by a resolution establishing or approving such salaries are fixed on the basis of dollars per month or full-time service in full-time positions unless otherwise clearly indicated. Salaries shown are the base rate of pay for each respective job classification.

SECTION 4. – EXEMPT JOB CLASSES

Employees in classes listed in any salary resolution or approved Memorandum of Understanding whose job codes are marked with a small “e” shall not be entitled to payment or compensatory time off for overtime as provided for in the rules and regulations of the Fair Labor Standards Act.

In accordance with the rules and regulations of the Fair Labor Standards Act, the base salary of exempt employees shall not be reduced due to variations in the quality or quantity of the work performed. Deductions from the salary of exempt employees based upon job performance are prohibited.

Employees exempt from overtime shall not be subject to deductions for Leave Without Pay in increments of less than a work day or shift. Employees with medical restrictions may be placed on a part-time basis and will receive the pro-rated salary during the time of restriction.

SECTION 5. – WAGES AND OVERTIME FOR TEMPORARY AND PART-TIME EMPLOYEES

Temporary and part-time employees shall be paid on an hourly basis for the hours actually worked, subject to the provisions of Section 4 above and/or the Fair Labor Standards Act which provides for overtime compensation for hours worked in excess of 40 per workweek. Any such employee in a class having a monthly salary rate shall be paid an hourly rate that is converted from the monthly salary for that class.

SECTION 6. – 4/10 WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2 – 2.0

A 4/10 work schedule may be implemented in any department, division, or work unit, upon approval of the City Manager.

Each 4/10 work schedule will consist of a total of forty scheduled hours of actual work time per work week. The work week begins at 12:01 a.m. Monday and ends at Midnight on Sunday.

Employees working a 4/10 work schedule shall have the following exceptions for the holiday benefit apply:

A. Holidays:

1. Employees on a 4/10 work schedule shall receive 12 holidays of eight hours, plus their birthdays of eight hours. An employee who is off on a holiday which is a regular work day shall receive eight hours pay for the holiday and may elect to either take two hours vacation or receive two hours leave without pay.
2. Employees on a 4/10 work schedule who are regularly scheduled to work, and do work, on a holiday which is a regular work day, shall receive eight hours of holiday leave. When a holiday falls on an employee's day off, such employee shall receive eight hours of holiday leave. If an employee in this group is required to and does work on the employee's birthday, or the employee's birthday falls on a holiday or any regular day off, eight hours shall be credited to the employee's holiday leave balance on the first pay period following the employee's birthday.

B. For employees participating in the Annual Leave Plan, the following rules shall apply:

1. Employees shall accumulate the same number of hours of annual leave per month as under a 5/8 plan. Annual leave will be granted for the actual number of hours absent.

C. For employees not participating in the Annual Leave Plan, the following rules shall apply:

1. Sick Leave: Employees shall accumulate eight hours sick leave per month, and receive sick leave pay for the actual number of hours absent.

2. Vacation: Employees on a 4/10 plan shall accumulate the same number of hours vacation per month as under a 5/8 plan. Vacation leave will be granted for the actual number of hours absent.

SECTION 7. – FLEXIBLE STAFFING

An employee holding a permanent appointment in a position in any class in a group of classes designated as flexibly staffed may be appointed to a higher class in that group, provided that the employee meets the minimum requirements and the department head recommends such appointment. Such appointments may be made without regard to the number of positions listed for that class in the Position Authorization Resolution of the current budget, provided that the number of employees assigned to all classes in the group is authorized in the Position Authorization Resolution of the budget.

SECTION 8. – ADMINISTRATIVE LEAVE

- A. Employees permanently appointed to positions in classes which are included in Exhibit 2, Section 2.0, 2.3, 2.4, and 2.5, who are not entitled to payment for, or equivalent compensatory time off for overtime work (as described in Section 4.), shall be granted administrative leave, or as may be provided below. A balance of 60 hours as designated by the Section designation above shall be credited to each such employee as of the first day in July of each fiscal year. Upon their employment by the City, new employees appointed in such positions shall be credited with five hours of administrative leave for each full calendar month remaining in such appointment in the fiscal year. Employees in limited or provisional appointments to such positions shall receive five hours of administrative leave for each full month of such provisional or limited appointment.

Administrative leave not taken during the fiscal year in which it is credited shall not be added to the leave credited in the next fiscal year, but an employee may receive payment during the fiscal year for any administrative leave not taken, subject to rules established by the City Manager.

Such leave shall be scheduled at the convenience of the department. Approval by the City Manager or his/her designee must be obtained before an appointing authority may take such leave.

- B. An appointing authority, with the approval of the City Manager, may grant up to an additional thirty-two (32) hours administrative leave each year to exempt employees in Exhibit 2, Section 2.0, based on annual job performance.

1. The determination by the department director to grant the additional administrative leave shall be made at the time the annual performance evaluation is completed, and credited the following July 1st. Any such additional administrative leave must be used within the fiscal year in which it was credited and cannot be cashed in by employees.
2. For employees in Exhibit 2, Section 2.0, earned, but uncredited additional administrative leave shall be paid to an employee at the time of separation from employment with the City.

SECTION 9. – SICK LEAVE USAGE AND COMPENSATION

- A. Employees holding a permanent appointment in a class included in Exhibit 2, Section 2.0 who are not participating in the annual leave plan and who meet the eligibility criteria in Section 19(D), shall, upon separation from City service, if eligible for service retirement, or at a disability retirement if the employee is otherwise eligible for service retirement, be credited with the number of accumulated sick leave balances in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's Health Reimbursement Arrangement as set forth in Section 19(D).
- B. Employees holding a permanent appointment in a class included in Exhibit 2, who are not participating in the annual leave plan shall be allowed to use up to 48 hours of accumulated sick leave per fiscal year for Family Sick Leave. The purpose of this benefit is to allow employees time to care for members of their immediate family or domestic partners (as defined by the Fresno Municipal Code and California Labor Code Section 233). Family Sick Leave may be used to actually care for or arrange for the care of family members or domestic partners who are ill and cannot care for themselves, or to take family members or domestic partners to routine medical or dental appointments. Employees are encouraged to schedule routine medical and/or dental appointments outside of regular work hours when possible. Use of Family Sick Leave shall be authorized and recorded by an appointing authority or designee.

SECTION 10. – ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2 – 2.0

- A. This section applies to eligible employees hired on and after July 1, 2000, and those hired prior to July 1, 2000, who elected to participate in Annual Leave. Eligible employees who elected not to participate in Annual Leave shall continue

to accrue Sick Leave, as provided in Fresno Municipal Code Section 2-1508, and Vacation Leave, as provided in Section 21, Subsection B of this Salary Resolution.

B. For employees on a 40 hour work schedule, the annual leave plan shall be as follows:

1. Annual Leave Accrual – Vacation leave and sick leave will no longer be accumulated as provided in the FMC, but as detailed below. Except for Administrative Orders 2-20 (Sick Leave Policy) and 2-19.1 and any other exceptions noted herein, all other provisions of the FMC, City administrative orders, policies, procedures, rules and regulations concerning leave administration will continue to apply. Employees holding a permanent appointment in a class included in Exhibit 2, who are participating in the annual leave plan, shall be allowed to use up to the hours of annual leave accumulated in six months for Family Sick Leave.
 - a. Less than Ten Years – For such employees who have been continuously employed by the City for less than 10 years, the annual leave accrual rate will be 15.5 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the annual accrual rate to the same level for Non-Represented employees.
 - b. More than Ten Years – For such employees who have been continuously employed by the City for 10 years or more, the annual leave accrual rate will be 18.83 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the annual leave accrual rate to the same level for Non-Represented employees.
 - c. Annual Leave Accumulation Limit – The accumulation of unused annual leave will not exceed 1,000 hours. No extension to the annual leave accumulation limit will be allowed.

- d. Use of Annual Leave – Annual leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations regarding approval of time off.
- e. Unused Annual Leave Pay Out – Upon separation from City service, an employee will be compensated for all unused annual leave balances at his or her applicable base rate of pay. Payment received under this provision will not be considered pensionable for retirement purposes.
- f. Transfer – An employee transferring to a position in a bargaining group which is not covered by annual leave may either cash out his or her unused annual leave balance at his or her applicable base rate of pay, or have the unused annual leave balance converted to a non-accruing annual leave balance of hours. The conversion is obtained by multiplying unused annual leave hours by the applicable class' base rate of pay (converted to an hourly figure), dividing the product by the transfer class' base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee.

Upon separation from City service, the employee will be compensated for all unused annual leave hours at his or her current applicable base rate of pay. Payment received under this provision will not be considered pensionable for retirement purposes.

Conversion example:

$\frac{100 \text{ unused hrs} \times \$15.00 \text{ (base rate)}}{\$20.00 \text{ (Transfer class base rate)}} =$	$75 \text{ hrs placed in non-accruing annual leave balance account}$
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- g. Unused Annual Leave Pay Out During Fiscal Year – Employees will be permitted to cash out up to forty-eight (48) hours or twenty-five percent (25%) of their annual leave balance, whichever is greater, each fiscal year.
- 2 Vacation Leave Balances Unused – Employees transferring to a position covered by annual leave will have their unused vacation leave balances transferred into their annual leave account.

3. Sick Leave Balances Unused – Employees transferring to a position covered by annual leave will have their unused sick leave balances frozen.
 - a. Use of Frozen Sick Leave – Except for usage permitted by California Labor Code Section 233 (Sick Leave; Use to Attend to Illness in Family) and Special Sick Leave, frozen sick leave balances may only be used by the employee for a medically verified extended illness over 24 consecutive work hours.
 - b. Unused Frozen Sick Leave Pay Out – Upon separation from City service, if eligible for service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who meet the eligibility criteria in Section 19(D) shall be credited with the number of accumulated frozen sick leave balances in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly rate of pay to be used solely to pay premiums for medical insurance (including COBRA premiums), pursuant to the City's Health Reimbursement Arrangement as set forth in Section 19(D).
4. Pensionability – Monies payable under the annual leave program will not be considered pensionable for retirement purposes.

SECTION 11. – HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

- A. The Police Chief shall accumulate 1.0833 days of holiday leave for each completed calendar month of employment.
- B. Except for the employee in the class for whom holiday accumulation is provided in Subsection A, all employees in classes or positions listed in Exhibit 2, Section 2.0, of this Salary Resolution shall be entitled to the holidays listed in Fresno Municipal Code Section 2-1513 except that, in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day), such employees shall accrue eight hours holiday leave on January 1 and eight hours holiday leave on July 1 of each calendar year. Employees may request payment and be compensated for up to 48 hours or 25 percent of their holiday leave balance, whichever is greater, each fiscal year, and for any balances upon separation from City service.

Any employee in Exhibit 2, Section 2.0, of this Salary Resolution who is exempt from the payment of overtime and who is otherwise eligible to receive such

accumulation, who is required to work a regularly scheduled shift on a holiday shall have the number of hours worked up to eight hours added to his or her holiday balance on the first day of the pay period following the date of such work. When a holiday falls on Saturday (or is celebrated on the employee's day off if the employee does not work a Monday through Friday schedule), such employee shall receive eight hours holiday leave. If such employee is required to and does work on his or her birthday, or his or her birthday falls on a holiday or any regular day off, the number of hours worked up to eight hours shall be credited to the employee's holiday leave balance on the first day of the pay period following his or her birthday. Holiday leave accumulation pursuant to this provision shall be in lieu of vacation accumulation previously provided for.

SECTION 12. – SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES IN EXHIBIT 2 – 2.0

Each July 1, Non-Represented management employees in positions/classifications set forth in Exhibit 2-2.0 will receive 40 hours of supplemental sick leave. Upon their employment by the City, new employees appointed to such positions shall be credited with a pro-rated number of hours for each full calendar month remaining on such appointment in the fiscal year. Employees in a Non-Represented management status may utilize the hours: (1) once regular sick or annual leave has been exhausted; (2) as service credit on an hour-per-hour basis upon retirement; (3) to be cashed out at retirement or separation from permanent status with the City if not eligible for participation in the Health Reimbursement Arrangement; (4) may be used in the performance of community activities during the course of the employee's normal work day, with the appropriate approval; or (5) placed in a Health Reimbursement Arrangement in accordance with Section 19(D).

SECTION 12.5 – ADMINISTRATIVE TIME OFF FOR EMPLOYEES IN EXHIBIT 2 – 2.0

City employees who are designated as exempt from overtime under the provisions of the Fair Labor Standards Act and who receive administrative leave pursuant to Section 8, may be granted administrative time off if the supervisor or designee determines that service delivery and performance of job functions will not be impaired due to the employee's absence. Such time off shall not be calculated on an hour-for-hour basis in relation to total hours worked. Administrative time off shall not be deducted from any existing leave banks.

Administrative time off must be scheduled in advance when possible, approved as Administrative time off by the employee's supervisor or designee and generally taken in increments of less than one day.

Only Department Directors, Assistant Directors or Division Managers may approve Administrative time off for a full day's absence.

SECTION 13. – SALARY RATES

The various classes of employment in the City service listed in the following designated exhibits (each of which is hereby incorporated herein, and made part hereof, as if fully set forth herein) shall be paid at the rates set forth therein opposite each class title:

- EXHIBIT 1 - Non-Supervisory Blue Collar
- EXHIBIT 2 - Management and Confidential Classes
 - Section 2.0 – Non-Represented
 - Section 2.1 – Police Management
 - Section 2.2 – Fire Management
 - Section 2.3 – Management Confidential
 - Section 2.4 – Management Non-Confidential
 - Section 2.5 – Non-Management Confidential
- EXHIBIT 3 - Non-Supervisory White Collar
- EXHIBIT 4 - Police Non-Management
- EXHIBIT 5 - Fire Non-Management
- EXHIBIT 6 - Transit
- EXHIBIT 7 - Non-Represented
- EXHIBIT 8 - Airport Public Safety Supervisors
- EXHIBIT 9 - Non-Supervisory Groups and Crafts

SECTION 14. – STIPENDS FOR BOARD AND COMMISSION MEMBERS

Members of the Civil Service Board (156015) shall be paid \$25.00 per Board meeting.

Members of the Housing and Community Development Commission (156005), and Human Relations Commission (156025), shall be paid \$25.00 per Commission meeting, not to exceed 24 meetings per fiscal year.

Members of the Planning Commission (156001) shall be paid \$100.00 per Commission meeting, not to exceed 36 meetings per fiscal year.

Members of the Retirement Boards who are non-City employees (156030) shall be paid \$100 per Board meeting, not to exceed \$300 per month.

Members of the above boards and commissions will be paid only for meetings actually attended.

SECTION 15. – DEGREE AND CERTIFICATE PAY

The following rules prescribe the payment of additional pay because of the acquisition of a degree, certificate, or similar qualification.

- A. Each employee who holds a permanent appointment to a position in the classes of Principal Internal Auditor or Internal Auditor who has been licensed as a Certified Public Accountant by the State of California or as a Certified Internal Auditor by the Institute of Internal Auditors, shall be paid an additional five percent of base pay.

SECTION 16. – ASSIGNMENT PAY

The following rules prescribe payment of additional pay for assignment to and performance of certain duties. The pay shall be prorated for time so assigned and worked.

An employee who has been assigned by the employee's appointing authority to provide technical support on microcomputer, minicomputer, and/or local area network systems (excluding word processing systems) within the department shall receive premium pay, as provided below, for such assignment, provided that all of the following conditions are met:

1. The appointing authority certifies in writing that these duties and responsibilities cannot be appropriately assigned to any other position existing within the department, or the Information Services Department;
2. Only one employee per department may be so designated (exceptions may be considered on a case by case basis when geographical location and/or type of system require);
3. These duties and responsibilities are not contained within the employee's permanent class specification, nor in the specification of any "acting," provisional, or interim appointment;
4. The duties and responsibilities have accrued to the employee during the two or more years immediately preceding the designation;
5. The duties are necessary to maintain software, hardware and related components required by the department's automated operational systems. Word processing systems and applications software are excluded;
6. The duties must include Initial Program Load or "Boot" functions, performing or routing backups, servicing printers, daily batch and system start and stop functions. Some programming may be required;

7. The assignment shall be on-going and must constitute at least 20 percent of the employee's duties.

The premium pay for such assignment is \$250 per month prorated on a pay period by pay period basis; however, the employee's combined monthly salary, including any "acting," provisional, or interim pay, plus premium pay shall not exceed the highest step of the salary range for Network Systems Specialist.

SECTION 17. – SHIFT DIFFERENTIAL PAY

Unless modified by applicable MOU, each employee not represented by a recognized employee organization who is required to work a night shift where at least four or more hours worked occur after 5:00 p.m. and before 8:00 a.m., shall be paid an additional \$1.00 for each shift so worked.

SECTION 18. – SPLIT SHIFT PAY

Each employee who holds a permanent appointment to a position in a class listed in an exhibit attached to this resolution, except any member of a class marked with a small "e", a Bus Driver, or a uniformed member of the Fire or Police Department, who is required to work a split shift in excess of nine hours, shall be paid \$1.00 per hour for each shift so worked.

SECTION 19. – BENEFITS FOR FULL TIME PERMANENT EMPLOYEES OCCUPYING CLASSES IN EXHIBIT 2, SECTION 2.0 – NON-REPRESENTED CLASSES

- A. The City's contribution is eighty percent (80%) of the premium established by the Fresno City Employees Health and Welfare Trust Board, and the employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.
- B. Benefits, including City contributions to deferred compensation, vehicle allowance, relocation expenses and other such negotiated items, shall not be calculated as part of the base salary or salary ranges.
- C. Pay for performance bonuses for exempt employees shall be considered pensionable compensation for calculation of retirement benefits but shall not be included as part of the base salary or salary ranges.

- D. The City currently maintains a Health Reimbursement Arrangement (HRA) that qualifies as a “health reimbursement arrangement” as described in Internal Revenue Service (IRS) Notice 2002-45 and other guidance published by the IRS regarding HRA’s.

At separation from permanent employment with the City of Fresno by service retirement or at a disability retirement if the employee is otherwise eligible for service retirement, employees who have used eighty (80) hours or less of frozen sick leave and/or annual leave used for sick time and/or sick leave and/or vacation leave used for sick time (excluding only hours used for Workers/ Compensation benefits) in the 24 months preceding their date of retirement, will be credited with an account for the employee under the HRA to be used solely to pay premiums for medical insurance (including COBRA premiums). The “value” of the account shall be determined as follows:

- The number of accumulated supplemental sick leave hours at the time of retirement multiplied by the employee's then current hourly base rate of pay.
- For those with annual leave, the number of accumulated frozen sick leave hours in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly base rate of pay.
- For those with vacation/sick leave, the number of accumulated sick leave hours in excess of 240 hours at the time of retirement multiplied by 40% of the employee's then current hourly base rate of pay.
- The hourly base rate of pay shall be the equivalent of the monthly salary for an employee as reflected in the applicable Exhibit, multiplied by twelve (12) months then divided by 2,080 hours.

The HRA accounts shall be book accounts only – no actual trust account shall be established for any employee. Each HRA book account shall be credited on a monthly basis with a rate of earnings equal to the yield on the City's Investment Portfolio (provided that such yield is positive).

The HRA accounts shall be used solely to pay premiums for medical insurance (including COBRA premiums) covering the participant, the participant's spouse

(or surviving spouse in the event of the death of the participant), and the participant's dependents. Once a participant's account under the HRA has been reduced to \$0, no further benefits shall be payable by the HRA. If the participant, the participant's spouse, and the participant's dependents die before the participant's account under the HRA has been reduced to \$0, no death benefit shall be payable to any person by the HRA.

While this provision is in effect, eligible employees shall not be allowed to cash out any accumulated or accrued supplemental sick leave or frozen sick leave or sick leave at retirement.

SECTION 20. – BENEFITS FOR PERMANENT EMPLOYEES IN EXHIBIT 7 AND PERMANENT PART-TIME AND PERMANENT INTERMITTENT EMPLOYEES

A. Benefits for the Police Cadet series shall be as follows:

1. Police Cadet is a training series and is designed to ultimately lead to appointment to a permanent position in the Police Department. Failure to successfully complete the on-going training program will be cause for termination.
2. While in the series, incumbents will not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).

Upon appointment to a permanent position, time serviced as a Police Cadet I and II shall not be included in calculating an employee's period of continuous service for the purposes of seniority, retirement benefits, leave accruals, or other benefits.

3. The City shall contribute a sum equivalent to that provided to Management and Confidential employees to the Fresno City Employees Health and Welfare Trust for the purpose of purchasing benefits.
4. Workers' Compensation Benefits shall be those amounts established by the Workers' Compensation regulations of California State Law.
5. Police Cadets shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System as they are employed principally for the purpose of training.

6. Police Cadets shall accumulate four hours sick leave for each completed calendar month of employment.
 7. Police Cadets shall accumulate six and two-thirds hours vacation leave for each completed calendar month of employment.
 8. Police Cadets shall be entitled to the holidays listed in Fresno Municipal Code Section 2-1513 except that, in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day), such employees shall accrue eight hours holiday leave on January 1 and eight hours holiday leave on July 1 of each calendar year.
 9. Actual hours worked in excess of 40 hours a week shall be compensated as overtime. Overtime shall be at one and one-half times the base rate of pay.
 10. Police Cadets shall be provided with a uniform allowance equivalent to that provided to Community Services Officers as outlined in the Fresno City Employees Association MOU.
- B. Benefits for Permanent Intermittent (PI) and Permanent Part-Time (PPT) employees shall be as follows:
1. Health and Welfare
 - a. Permanent Intermittent employees – the City shall contribute \$1.00 per hour of non-overtime pay to the Fresno City Employees Health and Welfare Trust on the condition that the employee contribute to the Health and Welfare Trust the difference between the City contribution to the Trust and the premium amount required by the Trust for the level of benefits provided. If the employee does not agree to make such contribution, then the City shall make no contribution for Health and Welfare. Election to pay such difference shall be made within 30 days of appointment.
 - b. Permanent Part-Time employees – the City shall contribute toward the premium required by the Fresno City Employees Health and Welfare Trust, an amount of money on behalf of the employee in proportion to the number of hours scheduled for that position, as reflected in the adopted budget. The City shall make such contribution only on the condition that the employee agrees to contribute to the Fresno City Employees Health and Welfare Trust the difference between such City contribution and the amount required by the Trust for the level of benefits provided. If the

employee does not so agree, then the City shall make no contribution for Health and Welfare for such employee. Election to pay such difference shall be made within 30 days of appointment.

- c. An employee who declines to participate in the health plan at employment may elect to participate each year thereafter. Participation at any time shall be done by deduction from the employee's paycheck.
 2. PI employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. Until the Retirement Board acts upon the joint recommendation regarding retirement benefits applicable to PPT employees, and any ordinances or resolutions are adopted implementing that action, PPT employees shall not be in the City retirement system and shall be provided with Social Security benefits.
 3. Workers' Compensation Benefits for PI and PPT employees shall be those amounts established by the Workers' Compensation regulations of California State Law.
 4. PI and PPT employees shall be paid for jury duty attendance and court attendance in accordance with Fresno Municipal Code Sections 2-1511 and 2-1512.
 5. Holidays
 - a. PI employees shall accumulate holiday leave at the rate of eight and two-thirds hours for each 173 hours of non-overtime work.
 - b. PPT employees shall receive paid leave for holidays in proportion to the number of non-overtime hours scheduled for that position, as reflected in the adopted budget.
- C. Benefits for the Chief Police Pilot class shall be as follows:
1. The City shall contribute a sum equivalent to that provided to Exhibit 2.0 Non-Represented employees to the Fresno City Employees Health and Welfare Trust for the purpose of purchasing benefits.
 2. The Chief Police Pilot shall be a member of the Fresno City Employees' Retirement System.

3. Workers' Compensation benefits shall be those amounts established by the Workers' Compensation regulations of California State Law.
4. The Chief Police Pilot shall accumulate four hours sick leave for each completed calendar month of employment.
5. The Chief Police Pilot shall accumulate eight hours vacation leave for each completed calendar month of employment.
6. The Chief Police Pilot shall accumulate 1.0833 days of holiday leave for each completed calendar month of employment.

SECTION 21. – LEAVE BALANCES

- A. An employee in a class in Exhibit 2 who is not participating in the annual leave plan who is either demoted or transferred to a non-management class as a result of a reduction-in-force, pursuant to the provisions of Fresno Municipal Code Section 2-1671, may use any hours in the employee's Vacation Leave balance that exceed the maximum allowable within one year following the effective date of the bump or transfer, or request a payoff for those hours above the applicable maximum. The employee must either use, or request a pay off, prior to June 30 of the fiscal year in which the hours were credited, of any remaining Administrative Leave balance.

Requests for payoff of excess Vacation Leave hours and/or Administrative Leave must be submitted prior to the effective date of the bump or transfer.

- B. Eligible employees in classes listed in Exhibit 2, Section 2.0 who are not participating in the annual leave plan, shall accumulate vacation leave as provided in Fresno Municipal Code Section 2-1510, except that subsection (h) shall not apply. Said employees who have been continuously employed less than ten years shall be allowed to accumulate unused vacation leave credit for four hundred (400) hours. Said employees who have been continuously employed for ten years or more shall be allowed to accumulate unused vacation leave credit of five hundred (500) hours. Said employees may, in November of each year, request a cash payment from eight (8) to forty (40) hours of any vacation accrual the employee has acquired prior to the December payroll period, if on October 31st of that year, the employee has a balance of two hundred-forty (240) or more hours of sick leave. All other provisions of Fresno Municipal Code Section 2-1510 shall apply.

SECTION 22. – VOLUNTARY TIME-OFF

Voluntary Time-Off is a program by which an employee can voluntarily and temporarily reduce the number of hours worked on a daily, weekly, pay period, or monthly basis. Hours not worked are on a non-paid status. The program is intended to reduce City expenses by allowing employees to take unpaid leave time without being replaced. This program is not intended to increase City costs by offering an advantage to any employee at the City's expense. Participation in the program is subject to the following guidelines:

- A. Participation in this program is not available to the following: Police Department; sworn personnel in the Fire Department; Bus Drivers; and in work units which rely extensively on the use of wages/contract employees to meet on-going operational requirements, as opposed to special or short-term projects.
- B. Participation in the program is voluntary on the part of the employee.
- C. The employee must submit a written request to participate in the program to the appointing authority. This request must specify the number of hours per day/week/pay period/month that are proposed to be taken as voluntary time off without pay, as well as the date participation in the program is to begin. The request must also identify the impact upon service delivery that is expected, should the time-off be granted.
- D. The appointing authority, after reviewing the proposed reduced work schedule, may either approve, disapprove, or decrease the number of hours proposed to be taken off depending upon the operating needs of the department. If an appointing authority reduces the number of hours proposed to be taken off, the employee may withdraw the request to participate in the program. The department cannot fill behind an employee working a reduced work week with overtime, temporary help, acting pay (Municipal Code Section 2-1650), or contract extra help, except in emergency situations with City Manager approval.
- E. Voluntary time-off without pay cannot exceed the equivalent of two days per week.
- F. Credits toward Health and Welfare and retirement and leave accruals to which the employee is entitled, shall continue as though the employee were on fully paid status. The employee will contribute to the Retirement System as if the employee were working full-time.
- G. This voluntary time-off without pay program shall:
 - 1. Be available to employees who are otherwise available for the normal performance of their duties;

2. Be available only to employees in permanent full-time positions with permanent status in the assigned class or department;
 3. Apply toward time in service for step advancement and toward seniority for purposes of layoff;
 4. Be granted without requiring an employee to first use accumulated vacation, compensatory-time-off, or other paid leave time;
 5. Not be available to an employee who is otherwise on leave without pay status;
 6. Not be available to an employee who is on paid leave which is being exhausted prior to commencing other leave without pay;
 7. Be taken on a scheduled basis that is mutually agreed upon by the appointing authority and the employee;
 8. Not be available to any employee who has been counseled under the City Sick Leave Policy and who is currently required to submit a physician's verification.
- H. An employee participating in this program, who is otherwise eligible for overtime, shall be paid at the rate of one and one-half times the employee's regular hourly rate for actual work performed in excess of 40 hours per work week. Work performed in excess of eight hours in a day or on a scheduled day off will be paid at the straight time rate of pay. An employee not eligible for overtime, who is required to work when otherwise scheduled for voluntary time-off, shall be compensated for actual hours worked at the normal rate of pay.
- I. At the completion of six months, the department and the City Manager's Office will review the impact that the voluntary time-off program has had on department operations and the City's financial situation. The City, in its sole discretion, can discontinue or decrease an employee's amount of voluntary time-off, at any time, because of operating needs, or because the City's financial situation no longer requires the program.
- J. The employee may submit a written request to the appointing authority to withdraw from the program at the completion of the initial six months, and at each three month interval thereafter. The request must indicate that the employee is ready and available to return to work full-time effective immediately. Any other request to withdraw from the program must be based upon a financial hardship not created by the program. Withdrawal from the program requires

appointing authority approval. In a case where a financial hardship withdrawal is not approved by the appointing authority, the employee may request a review by a committee of three individuals selected as follows: one department appointed representative; one employee appointed representative; and one representative mutually agreed upon by the first two representatives. The findings and recommendation of this committee shall be forwarded to the City Manager. The decision of the City Manager shall be final.

- K. This program is TEMPORARY, and in response to the City's current financial situation. It is not equivalent to job sharing or to PI or PPT positions.
- L. This program will only be in effect for FY07, unless otherwise extended at the sole discretion of the City.

SECTION 23. – UNUSUAL CIRCUMSTANCES

In any case where, by reason of unusual circumstances, rigid adherence to the foregoing rules would cause a manifest injustice, the City Manager, on recommendation of the appropriate appointing authority and the Director of Personnel Services, may make such order deviating therefrom, as is in the City Manager's judgment, proper to mitigate the injustice.

SECTION 24. – SALARIES FOR EMPLOYEES IN EXHIBIT 2 – 2.0 WHILE ABSENT DUE TO INJURY IN THE LINE OF DUTY

Notwithstanding the provisions of FMC Section 2-1515, an employee in the unrepresented management group who sustains an injury or illness in the course and scope of City employment shall receive 76 percent of full wages and salary from the City, beginning on the fourth calendar day of such absence and continuing thereafter, unless hospitalized on the first day for at least 24 hours or unless the absence exceeds 14 calendar days, in which case the employee shall receive the 76 percent from the first day. At the employee's option, in the event that pay from the City is not provided during the first three days of absence due to injury, the employee may take frozen sick leave for that period. Except as modified herein, the provisions of FMC Section 2-1515 shall apply.

SECTION 25. – CONFLICTING RESOLUTIONS

Resolution No. 2005-290, all amendments thereto, and all other resolutions or parts of resolutions in conflict with this resolution except as such resolutions or parts thereof approve a Memorandum of Understanding, are hereby repealed.

SECTION 26. – EFFECTIVE DATE

This resolution shall become effective and in full force and effect on July 1, 2006.

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Maintenance Leadworker	310010	6	2953	3101	3257	3421	3590
Airports Building Maintenance Technician	310011	12	2789	2929	3077	3231	3392
Airports Operations Specialist	310012	6	2678	2814	2953	3101	3257
Automotive Painter	710090	6	3355	3523	3700	3885	4079
Automotive Parts Leadworker	145006	6	2891	3037	3190	3349	3517
Automotive Parts Specialist	145005	6	2623	2753	2891	3037	3190
Body & Fender Repairer	320036	6	3355	3523	3700	3885	4079
Body & Fender Repairer Leadworker	320037	6	3700	3885	4079	4283	4499
Body & Fender Repairer Trainee	320035	6	2758	2897	3043	3195	3355
Brake & Front End Specialist	710085	6	3700	3885	4079	4283	4499
Bus Air Conditioning Mechanic	320031	6	3355	3523	3700	3885	4079
Bus Air Conditioning Mechanic Leadworker	320032	6	3700	3885	4079	4283	4499
Bus Air Conditioning Mechanic Trainee	320030	6	2758	2897	3043	3195	3355
Bus Equipment Attendant Leadworker	320040	6	2648	2782	2923	3068	3222
Bus Mechanic I	320020 ²	-	2758	2897	3043	3195	3355
Bus Mechanic II	320021	6	3355	3523	3700	3885	4079
Bus Mechanic Leadworker	320022	6	3700	3885	4079	4283	4499
Collection System Maintenance Operator I	630003	-	2311	2418	2529	2644	2768
Collection System Maintenance Operator II	630001	12	2862	3004	3155	3311	3478
Collection System Maintenance Operator III	630002	12	3155	3311	3478	3652	3836
Combination Welder II	710065	6	3355	3523	3700	3885	4079
Combination Welder Leadworker	710066	6	3700	3885	4079	4283	4499
Communications Technician I	710050 ⁴	12	3337	3505	3679	3863	4056
Communications Technician II	710051 ⁴	12	3679	3863	4056	4260	4473
Convention Center Worker I	820015	12	2138	2244	2358	2476	2598
Convention Center Worker II	820016	6	2789	2929	3077	3231	3392
Convention Center Leadworker	820017	6	3077	3231	3392	3561	3740
Cross Connection Control Technician	610040	6	3321	3488	3662	3847	4041
Custodian	810001	12	2061	2156	2262	2363	2472
Electronic Equipment Installer	710060	6	2685	2820	2961	3108	3266

*4/10/07 15th Council Amendment
Supersedes Original*

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Equipment Service Worker I	710075	12	2138	2244	2358	2476	2598
Equipment Service Worker II	710076	6	2801	2942	3089	3245	3408
Fire Equipment Mechanic I	420010	6	2758	2897	3043	3195	3355
Fire Equipment Mechanic II	420011	6	3355	3523	3700	3885	4079
Fire Equipment Mechanic Leadworker	420012	6	3700	3885	4079	4283	4499
Heavy Equipment Mechanic I	710100 ²	—	2758	2897	3043	3195	3355
Heavy Equipment Mechanic II	710101	6	3355	3523	3700	3885	4079
Heavy Equipment Mechanic Leadworker	710102	6	3700	3885	4079	4283	4499
Heavy Equipment Operator	710025	6	3355	3524	3701	3886	4080
Helicopter Mechanic	410040	12	3355	3523	3700	3885	4079
Helicopter Mechanic Leadworker	410041	12	3700	3885	4079	4283	4499
Instrumentation Specialist	620025	6	3739	3925	4121	4329	4546
Instrumentation Technician	620026	12	3277	3441	3614	3795	3985
Irrigation Specialist	510005	6	2887	3031	3184	3343	3510
Laborer	710005	12	2311	2418	2529	2644	2768
Light Equipment Mechanic I	710095 ²	—	2758	2897	3043	3195	3355
Light Equipment Mechanic II	710096	6	3355	3523	3700	3885	4079
Light Equipment Mechanic Leadworker	710097	6	3700	3885	4079	4283	4499
Light Equipment Operator	710020	6	2953	3101	3257	3421	3593
Locksmith	810015	6	2789	2929	3077	3231	3392
Maintenance & Construction Worker	710015	6	2678	2814	2953	3101	3257
Maintenance & Service Worker	710001	6	1984	2084	2189	2300	2415
Maintenance Carpenter I	810020	6	3069	3223	3385	3554	3733
Maintenance Carpenter II	810021	6	3385	3554	3733	3920	4117
Mini Bus Operator	320010	6	2182	2292	2407	2526	2652
Park Equipment Mechanic II	710110	6	3043	3195	3355	3523	3700
Park Equipment Mechanic Leadworker	710111	6	3355	3523	3700	3885	4079

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125 ⁴	12	2221	2332	2450	2571	2700
Parking Meter Attendant II	710126 ⁴	12	2450	2571	2700	2836	2978
Parking Meter Attendant III	710127	6	2700	2836	2978	3127	3284
Parks Maintenance Worker I	510001	12	2260	2373	2491	2618	2748
Parks Maintenance Worker II	510002	6	2736	2873	3018	3168	3328
Parks Maintenance Leadworker	510003	6	2887	3031	3184	3343	3510
Power Generation Operator/Mechanic	620055	6	3639	3820	4012	4212	4425
Property Maintenance Worker I	810005 ⁴	12	2528	2658	2789	2929	3077
Property Maintenance Worker II	810006 ⁴	12	2874	3018	3170	3329	3494
Property Maintenance Leadworker	810007	6	3077	3231	3392	3561	3740
Roofer	810010	6	2789	2929	3077	3231	3392
Senior Communications Technician	710052	6	4056	4260	4473	4698	4934
Senior Custodian	810002	6	2168	2277	2391	2514	2638
Senior Heavy Equipment Operator	710026	6	4130	4338	4555	4782	5023
Senior Stage Technician	820021	6	3077	3231	3392	3561	3740
Senior Waste Container Maintenance Worker	640012	6	3007	3158	3317	3482	3658
Senior Wastewater Treatment Plant Operator	620043	6	3828	4019	4220	4432	4654
Senior Zoo Keeper	530002	6	2650	2784	2925	3070	3225
Solid Waste Safety & Training Specialist	640005	6	3183	3342	3511	3689	3872
Stage Technician	820020	6	2789	2929	3077	3231	3392
Street Maintenance Leadworker	710040	6	2953	3101	3257	3421	3593
Street Sweeper Lead Operator	710036	6	3072	3226	3388	3556	3735
Street Sweeper Operator II	710035	6	2785	2926	3072	3226	3388
Tire Maintenance & Repair Technician	710081	6	2706	2841	2984	3134	3291
Tire Maintenance Worker	710080	6	2478	2600	2733	2870	3014

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Leadworker	710046	6	2976	3125	3282	3446	3619
Traffic Maintenance Worker I	710044	12	2453	2576	2705	2840	2984
Traffic Maintenance Worker II	710045	6	2698	2833	2976	3125	3282
Tree Trimmer Leadworker	510010	6	3101	3257	3421	3593	3772
Upholsterer	710070	6	2401	2520	2645	2779	2919
Utility Leadworker	710010	6	2683	2805	2941	3077	3222
Waste Collector II	640020	6	2410	2530	2655	2790	2929
Waste Collector Leadworker	640021	6	2790	2929	3076	3230	3393
Waste Container Maintenance Assistant	640010	6	2359	2477	2599	2731	2869
Waste Container Maintenance Worker	640011	6	2776	2914	3060	3213	3376
Wastewater Distributor	620050	6	2384	2507	2631	2764	2901
Wastewater Lead Distributor	620051	6	2839	2981	3131	3287	3452
Wastewater Treatment Plant Lead Mechanic	620062	6	3639	3820	4012	4212	4425
Wastewater Treatment Plant Mechanic I	620060	6	2696	2820	2948	3089	3237
Wastewater Treatment Plant Mechanic II	620061	6	3395	3565	3743	3930	4127
Wastewater Treatment Plant Operator I	620041	6	2937	3084	3239	3401	3570
Wastewater Treatment Plant Operator II	620042	6	3298	3463	3639	3818	4011
Wastewater Treatment Plant Operator-In-Training	620040 ¹	—	2384	2507	2631	2764	2901
Water System Operator I	610025	6	2904	3050	3202	3362	3532
Water System Operator II	610026	6	3222	3384	3552	3731	3918
Water System Operator III	610027	12	4051	4255	4468	4692	4926
Zoo Keeper	530001	6	2407	2526	2654	2786	2927

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	—	E3		2600	-	8090	
Assistant City Attorney	160008e	—	E2		4400	-	11560	
Assistant City Manager	150135e	—	E1		5500	-	12240	
Assistant Controller	135020e	—	E2		4400	-	11560	
Assistant Director	NEW	--	E2		4400	-	11560	
Assistant Director of Administrative Services	150040e		E2		4400	-	11560	
Assistant Director of Parks, Recreation & Community Services	520030e	—	E2		4400	-	11560	
Assistant Director of Personnel Services	150043e	—	E2		4400	-	11560	
Assistant Director of Public Utilities	620100e	—	E2		4400	-	11560	
Assistant Director of Public Works	210089e	—	E2		4400	-	11560	
Assistant Film Commissioner	820050e	—	E3		2600	-	8090	
Assistant Ombudsperson	150115e	—			1700	-	3400	
Assistant Police Chief	415010e	—	E2		4400	-	11560	
Assistant Retirement Administrator	135040e	—	E3		2600	-	8090	
Assistant Treasurer	135017e	—	E2		4400	-	11560	
Benefits Coordinator	150048e	12		3576	3755	3943	4140	4347
Budget Analyst	135006e	12			2600	-	4700	
Budget Manager	135008e	—	E2		4400	-	11560	
Chief Assistant City Attorney	160015e	—	E1		5000	-	12240	
Chief Information Officer	125067e	—	E1		5500	-	12240	
Chief of Staff to the Mayor	150123e	—	E3		2600	-	8090	
City Administrative Hearing Officer	150110e	—	E1		5500	-	12240	
City Attorney	160009e	—		124,488 - 180,000				
City Clerk	150125e	—			5000	-	10,700	
City Engineer	210080e	—	E1		5500	-	12240	
City Manager	150130e	—		124,488 - 180,000				
Community Coordinator	150075e	—	E3		2600	-	8090	
Controller	135021e	—	E1		5500	-	12240	

*1/1/2007 Thirteenth Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Convention Center Director	820035e	–	E1		5500	-	12240	
Council Assistant	150085e	–			2600	-	8090	
Deputy City Attorney I	160005e	–			2600	-	4700	
Deputy City Attorney II	160006e	–	E3		2600	-	8090	
Deputy City Attorney III	160007e	–	E3		2600	-	8090	
Deputy City Manager	150140e	–	E3		2600	-	8090	
Deputy Development Director- Inspection	230035e	–	E2		4400	-	11560	
Deputy Development Director- Planning	220015e	–	E2		4400	-	11560	
Deputy Mayor	150200e	–	E3		2600	-	8090	
Director of Administrative Services	150041e		E1		5500	-	12240	
Director of Aviation	310045e	–	E1		5500	-	12240	
Director of Development	220020e	–	E1		5500	-	12240	
Director of General Services	150150e	–	E1		5500	-	12240	
Director of Housing & Neighborhood Revitalization	230070e	–	E1		5500	-	12240	
Director of Personnel Services	150042e	–	E1		5500	-	12240	
Director of Public Utilities	620101e	–	E1		5500	-	12240	
Director of Transportation	310040e	–	E1		5500	-	12240	
Economic Development Coordinator	150090e	–	E3		2600	-	8090	
Economic Development Director	150099e	–	E1		5500	-	12240	
Economic Development Manager	150100e	–	E1		5500	-	12240	
Education Liaison	150210e	–	E3		2600	-	8090	
Executive Analyst to the Council	150120e	–	E3		2600	-	8090	
Executive Assistant to Department Director	115003e	12			2600	-	4700	
Executive Assistant to the City Manager	115001e	12			2600	-	4700	
Film Commissioner	820051e	–	E3		2600	-	8090	
Fire Chief	425007e	–	E1		5500	-	12240	
Human Resources Manager	150025e	–	E3		2600	-	8090	

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Internal Auditor	135010e	12			2600	-	4935	
Labor Relations Manager	150030e	–	E3		2600	-	8090	
Labor Relations Secretary	115010e	12			2600	-	4700	
Labor Relations Specialist	150031e	–			2600	-	4700	
Ombudsperson	150116e	–	E3		2600	-	8090	
Organization Development & Training Manager	150144e	–	E3		2600	-	8090	
Parks, Recreation & Community Services Director	520035e	–	E1		5500	-	12240	
Police Chief	415008e ⁷	–	E1		5000	-	14110	
Principal Budget Analyst	135009e	–	E3		2600	-	8090	
Principal Internal Auditor	135011e	–	E3		2600	-	8090	
Public Affairs Officer	150118e	–	E3		2600	-	8090	
Public Works Director	210085e	–	E1		5500	-	12240	
Redevelopment Administrator	150080e	–	E2		4400	-	11560	
Retirement Administrator	135030e	–	E2		4400	-	11560	
Risk/Safety Manager	150035e	–	E3		2600	-	8090	
Senior Budget Analyst	135007e	–	E3		2600	-	8090	
Senior Deputy City Attorney	160013e	–	E2		4400	-	11560	
Senior Human Resources/Risk Analyst	150017e	–	E3		2600	-	8090	
Transit General Manager	320065e	–	E2		4400	-	11560	
Zoo Manager	530030e	–	E2		4400	-	11560	

*1/1/2007 Twelfth Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.1 – Police Management

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E2		4000	-	10,961		
Police Captain	415006e	12		7768	8156	8566	8993	9445	9762
Police Lieutenant	415005e	12		6746	7084	7439	7811	8201	8476

EXHIBIT 2
Section 2.2 – Fire Management

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Fire Battalion Chief	425005e	12		7061	7414	7784	8173	8580	9009
Fire Deputy Chief	425006e	--	E2		5600	-	10600		

EXHIBIT 2
Section 2.3 – Management Confidential Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Administrative Manager	220025e	–	E3		2600	-	8089	
Airports Development Manager	310022e	–	E3		2600	-	8089	
Airports Marketing & Public Relations Coordinator	310150e		E3		2600	-	8089	
Airports Operations Manager	310020e	–	E3		2600	-	8089	
Airports Planning Manager	310019e	–	E3		2600	-	8089	
Airports Properties Manager	310021e	–	E3		2600	-	8089	
Assistant City Clerk	115030e	–	E3		2600	-	8089	
Building & Safety Services Manager	230031e	–	E3		2600	-	8089	
Chandler Airport Superintendent	310030e	–	E3		2600	-	8089	
City Construction Engineer	210060e	–	E3		2600	-	8089	
City Design Engineer	210065e	–	E3		2600	-	8089	
City Traffic Engineer	210076e	–	E3		2600	-	8089	
Communications Manager	125060e	–	E3		2600	-	8089	
Community Sanitation Manager	720040e	–	E3		2600	-	8089	
Convention Center Manager	820040e	–	E3		2600	-	8089	
Deputy Recreation Manager	520020e	–	E3		2600	-	8089	
Economic Development Analyst	150095e	–	E3		2600	-	8089	
Emergency Services Communications Manager	410005e	–	E3		2600	-	8089	
Facilities Manager	810040e	–	E3		2600	-	8089	
Fleet Manager	720032e	–	E3		2600	-	8089	
Grant Writer	150105e	–	E3		2600	-	8089	
Housing & Neighborhood Revitalization Manager	230065e	–	E3		2600	-	8089	
Information Services Manager	125055e	–	E3		2600	-	8089	
Law Office Manager	115020e	–	E3		2600	-	8089	
Management Analyst III	150022e	–	E3		2600	-	8089	
Parks Manager	510035e	–	E3		2600	-	8089	
Planning Manager	220010e	–	E3		2600	-	8089	
Police Technical Services Manager	410045e	–	E3		2600	-	8089	
Public Works Manager	210095e	–	E3		2600	-	8089	

7/01/06 Third Council Amendment
Supersedes Original

EXHIBIT 2
Section 2.3 – Management Confidential Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Purchasing Manager	140005e	–	E3		2600	-	8089	
Records Manager	115046e	–	E3		2600	-	8089	
Recreation Manager	520025e	–	E3		2600	-	8089	
Retirement Benefits Manager	135045e	–	E3		2600	-	8089	
Revenue Manager	135026e	–	E3		2600	-	8089	
Sewer Maintenance Manager	630010e	–	E3		2600	-	8089	
Solid Waste Manager	640040e	–	E3		2600	-	8089	
Street Maintenance Manager	720003e	–	E3		2600	-	8089	
Training Officer	150046e	–	E3		2600	-	8089	
Transit Maintenance Manager	320060e	–	E3		2600	-	8089	
Transit Operations Manager	320055e	–	E3		2600	-	8089	
Wastewater Manager	620095e	–	E3		2600	-	8089	
Water System Manager	610075e	–	E3		2600	-	8089	

*7/01/06 Third Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	4787	5022	5266	5526	5796
Airports Airside/Landside Superintendent	310018e	12	4940	5183	5437	5704	5984
Airports Maintenance Supervisor	310015e	12	3878	4068	4267	4477	4695
Airports Projects Supervisor	310016e	12	5537	5810	6096	6395	6711
Airports Property Supervisor	175005e	12	4838	5076	5327	5588	5862
Architect	210045e	12	5012	5258	5517	5787	6071
Assistant Chief of Wastewater Treatment Operations	620079e	12	5101	5349	5612	5888	6176
Assistant Zoo Manager	530025e	12	4756	4992	5235	5492	5761
Box Office Supervisor	820002e	12	3929	4120	4322	4535	4755
Building Services Supervisor	810030e	12	3878	4068	4267	4477	4695
Call Center Supervisor	115073e	12	3645	3823	4008	4201	4408
Central Printing Supervisor	120007e	12	3681	3861	4049	4245	4453
Chief Engineering Inspector	230078e	12	5117	5368	5632	5909	6199
Chief Engineering Technician	210009e	12	5993	6287	6598	6923	7265
Chief of Facilities Maintenance	810037e	12	5566	5840	6127	6428	6744
Chief of Solid Waste Operations	640035e	12	5327	5588	5862	6150	6453
Chief of Wastewater Environmental Services	620075e	12	5327	5588	5862	6150	6453
Chief of Wastewater Facilities Maintenance	620085e	12	5566	5840	6127	6428	6744
Chief of Wastewater Treatment Operations	620080e	12	5629	5908	6198	6502	6822
Chief of Water Operations	610070e	12	5719	6000	6298	6606	6931
Chief Surveyor	210032e	12	5192	5448	5715	5994	6290
Collection System Maintenance Supervisor	630005e	12	4465	4683	4912	5154	5407
Community Recreation Supervisor I	520015e	12	3878	4068	4267	4477	4695
Community Recreation Supervisor II	520016e	12	4255	4465	4684	4915	5154
Community Sanitation Supervisor I	720042e	12	4703	4933	5176	5430	5697
Contract Compliance Officer	150061e	12	3961	4153	4357	4571	4793
Convention Center Maintenance Supervisor	820030e	12	4067	4266	4475	4693	4925

*07/01/06 Sixth Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Convention Center Marketing Coordinator	820010e	12	3929	4120	4322	4535	4755
Curator of Education	530005e	12	3861	4050	4250	4459	4674
Custodial Supervisor	810025e	12	3252	3410	3576	3751	3932
DBE/Small Business Coordinator	150070e	12	4573	4796	5032	5278	5538
Electrician Supervisor I	720020	12	4926	5166	5420	5687	5966
Emergency Preparedness Officer	420020e	12	3726	3908	4099	4300	4509
Emergency Services Communications Supervisor	410004e	12	4175	4378	4592	4817	5053
Equipment Supervisor	720031e	12	4703	4933	5176	5430	5697
Events Coordinator	820006e	12	3623	3799	3985	4179	4384
Facilities Maintenance Supervisor	810035e	12	3935	4127	4328	4540	4762
Fire Prevention Engineer	210055e	12	5537	5810	6096	6395	6711
Fleet Administration Supervisor	720025e	12	4915	5154	5407	5673	5952
Forestry Supervisor I	510030e	12	3878	4068	4267	4477	4695
Forestry Supervisor II	510031e	12	4255	4465	4684	4915	5154
General Curator	530010e	12	3715	3898	4090	4290	4496
Housing Development Supervisor	230060e	12	4700	4930	5174	5426	5693
Housing Program Supervisor	230055e	12	4866	5106	5356	5619	5895
Human Resources Records Supervisor	115050e	12	3978	4173	4376	4590	4815
Information Services Supervisor	125032e	12	5738	6020	6314	6626	6955
Laboratory Supervisor	620014e	12	4629	4855	5094	5343	5607
Operations and Events Supervisor	820025e	12	4156	4357	4569	4791	5027
Outreach Coordinator	520040e	12	3929	4120	4322	4535	4755
Parking Supervisor	720035e	12	2858	2995	3139	3292	3452
Parks Supervisor I	510025e	12	3878	4068	4267	4477	4695
Parks Supervisor II	510026e	12	4255	4465	4684	4915	5154
Planner III	220007e	12	4561	4785	5018	5266	5524
Police Data Processing Supervisor	125085e	12	5300	5562	5834	6122	6423

*07/01/06 Sixth Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Power Generation System Supervisor	620056e	12	5069	5316	5577	5852	6139
Principal Accountant	130014e	12	5057	5305	5567	5840	6127
Professional Engineer	210100e	12	5537	5810	6096	6395	6711
Project Manager	150065e	12	5125	5378	5643	5919	6210
Real Estate Finance Supervisor	170004e	12	4690	4921	5162	5415	5681
Records Supervisor	115045e	12	3978	4173	4376	4590	4815
Recycling Coordinator	640001e	12	3868	4057	4254	4462	4680
Redevelopment Planning Supervisor	220060e	12	4671	4898	5139	5393	5654
Redevelopment Project Planner	220050e	12	4083	4283	4492	4713	4942
Revenue Supervisor	135025e	12	3645	3823	4008	4201	4408
Senior Accountant-Auditor	130013e	12	4197	4402	4618	4846	5081
Senior Building Inspector	230034e	12	4659	4888	5127	5379	5644
Senior Electrical Safety Consultant	230024e	12	4659	4888	5127	5379	5644
Senior Engineering Inspector	230077e	12	4659	4888	5127	5379	5644
Senior Environmental & Safety Consultant	230005e	12	4659	4888	5127	5379	5644
Senior Plumbing & Mechanical Consultant	230014e	12	4659	4888	5127	5379	5644
Senior Real Estate Agent	170012e	12	4984	5228	5485	5755	6037
Solid Waste Management Supervisor I	640030e	12	4328	4540	4761	4996	5240
Street Maintenance Superintendent	720004e	12	5820	6110	6417	6738	7076
Street Maintenance Supervisor	720001e	12	5370	5634	5911	6201	6506
Supervising Buyer	140004e	12	4455	4673	4900	5141	5392
Supervising Engineering Technician	210008e	12	5276	5537	5810	6096	6395
Supervising Environmental Control Officer	620005e	12	4629	4855	5094	5343	5606
Supervising Fire Prevention Inspector	420005e	12	4877	5115	5369	5633	5910
Supervising Identification Technician	410013	12	4078	4278	4486	4707	4936
Supervising Planner	220008e	12	5009	5255	5512	5782	6066
Supervising Plans Examiner	210044e	12	5125	5378	5643	5919	6210
Supervising Professional Engineer	210110e	12	6287	6598	6923	7265	7624
Supervising Real Estate Agent	170013e	12	5473	5742	6024	6320	6632

*01/23/07 Fourteenth Council Amendment
Supersedes Sixth*

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Survey Party Chief	210031e	12	4187	4391	4607	4831	5070
Traffic Engineering Assistant	210070e	12	4664	4893	5135	5384	5650
Transit Supervisor I	320050e	12	4328	4540	4761	4996	5240
Transit Supervisor II	320051e	12	4703	4933	5176	5430	5697
Treasury Officer	135015e	12	5057	5305	5567	5840	6127
Wastewater Treatment Maintenance Supervisor	620070e	12	5208	5464	5732	6015	6310
Water Conservation Supervisor	610045e	12	5208	5464	5732	6015	6310
Water System Supervisor	610055e	12	5208	5464	5732	6015	6310
Zoo Veterinarian	530016e	12	5306	5568	5842	6129	6430

*07/01/06 Sixth Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.5 – Non-Management Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Administrative Support Clerk	115005	12	2710	2841	2979	3123	3276
Claims Specialist	150005e	12	2763	2899	3039	3185	3342
Database Administrator	125045e	12	5051	5297	5557	5829	6116
Executive Secretary	110052e	12	3319	3480	3651	3829	4015
Human Resources Analyst	150016e	12	3726	3908	4099	4300	4509
Human Resources Technician	150015	12	2751	2883	3024	3169	3323
Legal Assistant	160001	12	3318	3479	3647	3827	4014
Legal Secretary I	115015	12	2738	2869	3008	3153	3306
Legal Secretary II	115016	12	3027	3174	3327	3488	3658
Management Analyst I	150020e	12	3038	3187	3341	3504	3677
Management Analyst II	150021e	12	3726	3908	4099	4300	4509
Risk Analyst	150010e	12	4095	4295	4504	4725	4957
Senior Database Administrator	125046e	12	5293	5551	5824	6110	6411
Senior Human Resources Technician	150014	12	3026	3171	3323	3485	3655
Systems Programmer I	125040e	12	3803	3989	4183	4388	4603
Systems Programmer II	125041e	12	4829	5067	5315	5576	5851
Systems Security Administrator	125050e	12	4810	5044	5293	5551	5824

*07/01/06 Sixth Council Amendment
Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6	2124	2225	2331	2443	2562
Account Clerk II	130002 ³	12	2331	2443	2562	2683	2812
Accountant-Auditor I	130011 ⁴	12	3168	3316	3476	3650	3826
Accountant -Auditor II	130012 ⁴	12	3684	3859	4051	4246	4454
Accounting Technician	130010	12	2812	2948	3091	3239	3397
Administrative Clerk I	110001 ³	6	1965	2060	2157	2260	2367
Administrative Clerk II	110002 ³	12	2157	2260	2367	2481	2602
Airports Computer Specialist	125080	12	4025	4220	4427	4643	4871
Airports Property Specialist I	175001 ⁴	12	3752	3935	4128	4328	4541
Airports Property Specialist II	175002 ⁴	12	4362	4575	4799	5033	5280
Assistant Training Officer	150045	12	3517	3686	3866	4056	4252
Associate Electrical Safety Consultant I	230022	12	4202	4407	4623	4846	5085
Associate Electrical Safety Consultant II	230023	12	4407	4623	4846	5085	5335
Associate Environmental & Safety Consultant I	230003	12	4202	4407	4623	4846	5085
Associate Environmental & Safety Consultant II	230004	12	4407	4623	4846	5085	5335
Associate Plumbing & Mechanical Consultant I	230012	12	4202	4407	4623	4846	5085
Associate Plumbing & Mechanical Consultant II	230013	12	4407	4623	4846	5085	5335
Billing System Specialist	125075	12	2802	2939	3082	3226	3381
Box Office Assistant	820001	12	2802	2939	3082	3226	3381
Budget Technician	135005	12	2857	2994	3139	3291	3451
Building Inspector I	230007 ⁴	12	4008	4202	4407	4623	4846
Building Inspector II	230008 ⁴	12	4202	4407	4623	4846	5085
Building Inspector III	230009	12	4407	4623	4846	5085	5335
Buyer I	140001 ⁴	12	3296	3457	3626	3802	3987
Buyer II	140002 ⁴	12	3626	3802	3987	4181	4386
Call Center Representative I	115070 ³	6	2331	2443	2568	2683	2812
Call Center Representative II	115071 ³	12	2562	2683	2812	2948	3091
Central Printing Clerk	120005	12	2157	2260	2367	2481	2602
Central Printing Technician	120006	12	2537	2659	2789	2923	3063
City Records Specialist	115025	12	2857	2994	3139	3291	3451
Code Enforcement Specialist	230040	12	3080	3224	3380	3539	3713
Community Recreation Assistant	520010	12	2355	2465	2571	2680	2800

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Community Services Officer I	410025 ⁴	12	2450	2567	2689	2820	2955
Community Services Officer II	410026 ⁴	12	2689	2820	2955	3099	3249
Computer Operator I	125015 ⁴	12	2411	2516	2623	2739	2868
Computer Operator II	125016 ⁴	12	2666	2793	2924	3065	3216
Computer Operator III	125017	12	2924	3065	3216	3365	3528
Computer Systems Specialist I	125010 ⁴	12	3412	3576	3751	3933	4125
Computer Systems Specialist II	125011 ⁴	12	4025	4220	4427	4643	4871
Computer Systems Specialist III	125012	12	4525	4746	4980	5222	5480
Computer Systems Technician	125005	12	2302	2412	2528	2649	2775
Construction Compliance Specialist	150055	12	3338	3494	3665	3844	4029
Contract Compliance Specialist	150060	12	3338	3494	3665	3844	4029
Convention Center Marketing Assistant	820009	12	2802	2939	3082	3226	3381
Criminalist		12	4653	4880	5121	5371	5635
Criminalist Specialist		12	5883	6177	6486	6810	7150
Customer Services Clerk I	115060 ³	6	2124	2225	2331	2443	2562
Customer Services Clerk II	115061 ³	12	2331	2443	2562	2683	2812
Electrical Safety Consultant I	230020 ⁴	12	3650	3826	4008	4202	4407
Electrical Safety Consultant II	230021 ⁴	12	3826	4008	4202	4407	4623
Emergency Services Dispatcher I	410001 ⁵	12	2908	3028	3159	3308	3450
Emergency Services Dispatcher II	410002 ⁵	12	3121	3273	3434	3601	3770
Emergency Services Dispatcher III	410003	12	3499	3665	3848	4030	4226
Engineer I	210015 ⁴	12	3809	3992	4185	4390	4598
Engineer II	210016 ⁴	12	4421	4630	4859	5090	5350
Engineering Aide I	210001 ³	6	2474	2588	2712	2841	2980
Engineering Aide II	210002 ³	12	2856	2994	3134	3284	3448
Engineering Inspector I	230075 ⁴	12	3713	3906	4087	4283	4496
Engineering Inspector II	230076 ⁴	12	4066	4263	4472	4690	4920
Engineering Technician I	210005 ⁴	12	2924	3065	3216	3365	3528
Engineering Technician II	210006 ⁴	12	3284	3448	3613	3787	3971

3/13/07 16th Council Amendment
Supersedes Original

SEE APPENDIX FOR FOOTNOTES

Page 3.2

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Environmental & Safety Consultant I	230001 ⁴	12	3650	3826	4008	4202	4407
Environmental & Safety Consultant II	230002 ⁴	12	3826	4008	4202	4407	4623
Environmental Control Officer	620001	12	3662	3842	4023	4220	4423
Events Specialist	820005	12	3168	3316	3480	3650	3826
Facilities Construction Specialist	230085	12	3844	4028	4226	4430	4647
Fire Prevention Inspector I	420001 ⁴	12	3386	3550	3717	3902	4094
Fire Prevention Inspector II	420002 ⁴	12	3919	4103	4304	4518	4735
Fleet Operations Specialist	710105	12	3553	3724	3907	4097	4297
Helicopter Pilot-in-Training	410032 ¹	--	4095				
Helicopter Pilot	410033	12	4732	4968	5217	5478	5753
Identification Technician I	410010 ⁴	12	3190	3344	3505	3678	3857
Identification Technician II	410011 ⁴	12	3505	3678	3857	4044	4242
Identification Technician III	410012	12	3678	3857	4044	4242	4449
Industrial Waste Inspector	620030	12	3130	3277	3437	3605	3773
Industrial/Commercial Water Conservation Representative	610015	12	3662	3842	4023	4220	4423
Inorganic Chemist	620020	12	3716	3898	4088	4287	4497
Laboratory Assistant	620010	12	2547	2672	2798	2934	3076
Laboratory Technician I	620011 ⁴	12	3076	3225	3381	3544	3716
Laboratory Technician II	620012 ⁴	12	3381	3544	3716	3898	4088
Land Surveyor	210035	12	4653	4880	5121	5371	5635
Landscape Water Conservation Specialist	610005	12	3577	3752	3934	4126	4327
Life Skills Instructor	940015	12	3384	3548	3720	3902	4093
Mail Operations Technician	120001	12	2367	2481	2602	2725	2857
Municipal Facilities Booking Clerk	115055	12	3025	3171	3325	3487	3656
Neighborhood Services Specialist I	230050 ⁴	12	3386	3550	3717	3902	4094
Neighborhood Services Specialist II	230051 ⁴	12	3919	4103	4304	4518	4735
Neighborhood Standards Specialist I	230045 ⁴	12	3168	3316	3480	3650	3826
Neighborhood Standards Specialist II	230046 ⁴	12	3755	3933	4131	4330	4543

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Network Systems Specialist	125030	12	4525	4746	4980	5222	5480
Offset Equipment Operator	120010	12	2537	2659	2789	2923	3063
PAR Program Specialist	410023	12	2689	2820	2955	3099	3249
Paratransit Specialist	320005	12	2802	2939	3082	3226	3381
Parking Controller I	710120 ⁴	12	2083	2171	2267	2360	2465
Parking Controller II	710121 ⁴	12	2273	2373	2474	2578	2701
Parking Controller III	710122	12	2474	2578	2701	2815	2940
Parks Planning Coordinator	510020	12	4384	4598	4823	5058	5307
Phlebotomist	410007	12	2547	2672	2798	2934	3076
Planner I	220005 ³	6	3321	3477	3648	3827	4014
Planner II	220006 ³	12	3902	4121	4327	4537	4760
Planning Illustrator I	220001 ⁴	12	3125	3275	3436	3603	3771
Planning Illustrator II	220002 ⁴	12	3466	3632	3809	3992	4185
Plans Examiner I	210040 ⁴	12	3312	3472	3641	3819	4007
Plans Examiner II	210041 ⁴	12	3826	4008	4202	4407	4623
Plans Examiner III	210042	12	4202	4407	4623	4846	5085
Plumbing & Mechanical Consultant I	230010 ⁴	12	3650	3826	4008	4202	4407
Plumbing & Mechanical Consultant II	230011 ⁴	12	3826	4008	4202	4407	4623
Police Data Transcriptionist	115035	12	2602	2725	2857	2994	3139
Principal Account Clerk	130004	12	2812	2948	3091	3239	3397
Program Compliance Officer	640026	12	3087	3242	3405	3577	3756
Programmer/Analyst I	125020 ⁴	12	3412	3576	3751	3933	4125
Programmer/Analyst II	125021 ⁴	12	4025	4220	4427	4643	4871
Programmer/Analyst III	125022	12	4525	4746	4980	5222	5480
Programmer/Analyst IV	125023	12	4858	5096	5347	5608	5883
Property & Evidence Technician	145010	12	2964	3107	3257	3416	3581
Radio Dispatcher	120015	12	2481	2597	2710	2832	2954
Rangemaster/Armorer	410035	12	3678	3857	4044	4242	4449
Real Estate Agent I	170010 ⁴	12	3480	3650	3826	4008	4207
Real Estate Agent II	170011 ⁴	12	4500	4705	4940	5170	5437

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12	3021	3168	3316	3480	3650
Real Estate Finance Specialist II	170002 ⁴	12	3454	3622	3798	3983	4177
Recreation Leader	520001	12	1708	1788	1873	1961	2054
Recreation Specialist	520005	12	2869	3006	3152	3305	3464
Retirement Counselor I	135050 ⁴	12	2812	2948	3091	3240	3397
Retirement Counselor II	135051 ⁴	12	3091	3240	3397	3562	3736
Safety Specialist	150050	12	2924	3064	3213	3369	3533
Secretary	110050	12	2602	2725	2857	2994	3139
Senior Account Clerk	130003	12	2562	2683	2812	2948	3091
Senior Administrative Clerk	110003	12	2367	2481	2602	2725	2857
Senior Buyer	140003	12	3987	4181	4386	4600	4825
Senior Call Center Representative	115072	12	2920	3065	3217	3379	3548
Senior Community Services Officer	410027	12	2892	3031	3177	3331	3493
Senior Customer Services Clerk	115062	12	2562	2683	2812	2948	3091
Senior Engineering Technician	210007	12	3809	3992	4185	4390	4598
Senior Fire Prevention Inspector	420003	12	4392	4603	4824	5060	5311
Senior Laboratory Technician	620013	12	3716	3898	4088	4287	4497
Senior Neighborhood Services Specialist	230052	12	4392	4603	4824	5060	5311
Senior Neighborhood Standards Specialist	230047	12	3933	4126	4327	4537	4760
Senior Network Systems Specialist	125031	12	4858	5096	5347	5608	5883
Senior Offset Equipment Operator	120011	12	2789	2923	3063	3211	3367
Senior Property & Evidence Technician	145011	12	3257	3416	3581	3755	3938
Senior Real Estate Finance Specialist	170003	12	3798	3983	4177	4381	4596
Senior Records Clerk	110101	12	2481	2602	2725	2857	2994
Senior Secretary	110051	12	2857	2994	3139	3291	3451
Senior Storeskeeper	145002	12	2964	3107	3257	3416	3581
Senior Utility Service Representative	230092	12	3006	3152	3305	3464	3634
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	4858	5096	5308	5608	5883
Staff Assistant	150001	12	2802	2939	3082	3226	3381
Storeskeeper	145001	12	2696	2828	2964	3107	3257

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Survey Party Technician	210030	12	3284	3448	3613	3787	3971
Tax/Permit Representative	135001	12	2939	3082	3226	3381	3550
Telecommunications Systems Specialist	710055	12	3800	3985	4179	4384	4598
Transit Surveyor	320001	12	2124	2225	2331	2443	2562
Tree Program Specialist	510015	12	3577	3752	3934	4126	4327
Utility Service Representative I	230090 ⁴	12	2492	2610	2735	2868	3006
Utility Service Representative II	230091 ⁴	12	2735	2868	3006	3152	3305
Veterinary Technician	530015	12	2724	2856	2993	3138	3290
Wastewater Reclamation Coordinator	620035	12	3752	3935	4128	4328	4541
Water Conservation Representative	610001	12	2465	2571	2680	2814	2939
Water Education Coordinator	610010	12	3662	3842	4023	4220	4423
Water Systems Telemetry & Distributed Control Specialist	610021	12	4025	4220	4427	4643	4871
Water Systems Telemetry & Distributed Control Technician	610020	12	3660	3839	4025	4220	4427

EXHIBIT 4
Unit 4 - Non-Supervisory Police (FPOA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Police Officer Recruit	415001	6	4137	4344	–	–	–
Police Officer	415002	12	4779	5018	5269	5533	5810
Police Specialist	415003	–	4779	5018	5269	5533	5810
Police Sergeant	415004	12	5761	6049	6352	6671	7004

*07/01/06 Second Council Amendment
Supersedes Original*

EXHIBIT 5
Unit 5 – Fire Non-Management (IAFF)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Firefighter Trainee	425001 ⁹	--	15.20 per hour					
Firefighter Trainee	425001	--	3963					
Firefighter	425002	12	4402	4621	4852	5093	5347	5614
Firefighter Specialist	425003	12	4977	5226	5487	5760	6047	6349
Fire Captain	425004	12	5568	5847	6137	6444	6765	7104
Fire Investigation Unit Supervisor	425010	12	5568	5847	6137	6444	6765	7104

*10/01/06 Fourth Council Amendment
Supersedes Original*

EXHIBIT 6
Section 6 – Transit (ATU)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E	F
Bus Driver	320015 ⁸	9	15.830769	17.630769	18.490384	19.367307	21.000000	22.050000
Bus Driver	320015	9	2,744	3,056	3,205	3,357	3,640	3,822

*7/01/06 Seventh Council Amendment
Supersedes Original*

EXHIBIT 7
Group 8 – Non-Represented

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Background Investigator	940030	–	Hourly	\$18.00 - \$22.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$8.00 Per Hour
Chief Police Pilot ⁷	410031e	12	Monthly	\$3,500 - \$5,250
Contract Law Enforcement Services Coordinator	940025	–	Hourly	\$18.00 - \$22.00 Per Hour
Information Services Aide	125001	–	Hourly	\$7.50 - \$22.00
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$22.00 Per Hour
Lifeguard	950001	–	Hourly	\$8.50-\$9.50 Per Hour
Police Cadet I	940005	–	Hourly	\$9.92 - \$12.48 Per Hour
Police Cadet II	940006	–	Hourly	\$12.49 - \$16.00 Per Hour
Pool Supervisor	950015	–	Hourly	\$12.00-\$22.00 Per Hour
Senior Lifeguard	950002	–	Hourly	\$9.50-\$11.00 Per Hour
Services Aide	910005	–	Hourly	\$7.50 - \$15.00 Per Hour
Sports Official	950010	–		\$7.50 - \$50 Per Game
Student Aide II	910002	–	Hourly	\$7.50 Per Hour

*01/30/07 Thirteenth Council Amendment
Supersedes Twelfth Council Amendment*

EXHIBIT 8 Unit 15 – Airport Public Safety Supervisors (FAPSS)							
CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Supervisor	310003	12	5705	5990	6291	6606	6936

*10/01/06 Fourth Council Amendment
Supersedes Original*

EXHIBIT 9
Unit 7 – Non-Supervisory Groups and Crafts (IBEW)

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	5382
Concrete Finisher	730005	12	Flat Rate	4694
Electrician	730010	12	Flat Rate	4868
Painter	730015	12	Flat Rate	4276
Plumber	730030	12	Flat Rate	4868

*04/24/07 Seventeenth Council Amendment
Supersedes Eleventh Council Amendment*

APPENDIX TO SALARY RESOLUTION

- 1 This is a training class in which incumbents do not achieve permanent status within the
classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).
- 2 This is an entry level class in which incumbents do not achieve permanent status within
the classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).
- 3 This class is in a flexibly-staffed series which allows an employee to “flex” to the journey
level after six months of satisfactory service.
- 4 This class is in a flexibly-staffed series which requires one year of satisfactory service
before an employee can “flex” to the journey level.
- 5 This class is in a flexibly-staffed series. The probationary period for employees in the
Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of
management. An employee in this series must serve a minimum one year probationary
period.
- 6 Appointments to positions in this class may be made at any point within the specified pay
range, with approval of the City Manager based upon experience and qualifications.
- 7 Applicable to Police Chief only pursuant to employment agreement.
- 8 A person selected to fill a vacant position is a “student driver.” A “student driver” is a
new operator who must be trained and instructed on all lines and bus equipment of the
system until, in the opinion of the Director of Transportation, the person is capable of
performing the duties of a regular or extra board operator. A “student driver” shall be
employed as a temporary employee at \$9.50 per hour. Overtime for a “student driver”
shall be paid for work in excess of 40 hours in a week, at the rate of time and one-half.
- 9 Firefighter Trainee not in the City of Fresno Fire Department Academy.
- e Exempt class, see Narrative Section 4.

* * * * *

STATE OF CALIFORNIA)
COUNTY OF FRESNO) ss.
CITY OF FRESNO)

I, REBECCA E. KLISCH, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the _____ day of _____, 2006.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2006

Mayor Approval/No Return: _____, 2006

Mayor Veto: _____, 2006

Council Override Vote: _____, 2006

REBECCA E. KLISCH
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Deputy